CIVILIAN MARINES

# USMC TRAINING AND EDUCATION COMMUNITY OF INTEREST

## *Competency Identification and Development*

# Issues

- Hiring Processes
  Classification
  Mismatched education standards with series
  Lead Meet or Lag the market
- Career Path mobility
- 4 distinct systems
  - GS
  - GSE (equivalent)
    - NAF position that applies only to Child Care Workers
  - NSPS
  - NAF (MCCS)
  - Paranthetical TPD across Community
- Common Competencies Identified across the Community
- Focus on general functional competencies
- Establish standardized naming convention
- Foster mindset of LifeLong Learning

# 1701 General Education and Training

- **Broad Scope of Work**
  - **Does not fit into other series**
- **Children Youth & Teen (CYT) staff may not be appropriately classified**
- **General Education or Experience**

| Competencies Titles |
| --- |
| Administrative Activities |
| Program Management |
| Education and Training Services |
| Curriculum Development |
| Instructor/Training |

# 1702 Education and Training Technician

- **General Education or Experience**
- **CYT positions may not be appropriately classified**
- **Ed Techs predominate FEA responders**

| Competencies Title |
| --- |
| Education and Training Services |
| Administrative Services |
| Alternate Test Control Officer |
| Life Long Learning |
| Program Management |
| Program Support |

# 1703

- Emerging series
- No FEA Data
- NSPS

# 1710 Education and Vocational Training

- Series population low
- Need to realign employees (2)
- Positive degree requirement

# 1712 Training Instruction

- **Broad Scope of Work**
- **Degree preferred but not Requirement**
- **Large FEA response**
- **Instructors/Trainers**

| Competencies Title |
| --- |
| Curriculum Development |
| Evaluate a Course |
| Provide Services |
| Conduct Evaluations |
| Course Executions |
| Administrative Activities |
| Program Management |
| IT Application Administration |
| Program Management |
| Provide Services |
| Design a Course |
| Course Execution. |

# 1720 Education Program

- **Potential Management Growth Across Series**
  - **Under utilized**
- **Policy**
- **Diverse**

| Competencies Title |
| --- |
| Conduct Briefings |
| Evaluate and Update Policy |
| Plan Conferences |
| Program Communication |
| Program Briefings |
| Program Promotion |
| Program Analysis |

# 1740 Education Services

- No Representation (1 FEA respondent)
- Mil/Civ conversions
- Education Services Officers
  - MCCS

| Competencies Title |
| --- |
| Test Administration |
| Life Long Learning |
| Program Services |
| Marketing |

# 1750 Instructional Systems

- Broad and Diverse
- Positive degree requirements
- Acquisition designated parenthetical
- Population should Grow

# 1750 Training Instruction Competencies

| Competencies |
| --- |
| Evaluate a Course. |
| Instructional Systems |
| Conduct Job Analysis. |
| Construct Evaluation Tools. |
| Program Services |
| Design a Course. |
| Develop a Course. |
| Program Management |
| Course Review. |
| Assessments |
| Administrative Functions. |
| Program Coursework Development. |
| Acquisition parenthetical |

# Trends and Areas of Discussion

- Complete Roadmap
  - Executive Staff (SES)
  - Interns
  - HR collaboration critical
- Positive Education requirement
  - True requirements
  - Consistent application of standard
- FEA baseline
- In sourcing window of opportunity to stabilize workforce
- 1725 Missing Data/Not addressed

# FY10 Funding Proposal to M&RA

## 1st Quarter

COI Strategic Planning Workshop - Identify Future Requirements
Certified Instruction Designer Course (2)
Develop COI Communication Plan
Research "Best Practices" for 17XX Intern Program

## 2nd Quarter

COI West Coast Summit
Develop Education and Training Excellence Award

## 3rd Quarter

COI/CWDA Best Practice (Job Fair) - Albany, GA
COI Revalidation Workgroup
American Society of Training and Develop (2)
COI East Coast Summit
DoD Education and Training Conference (2)

## 4th Quarter

COI Far East Summit
Training and Education Excellence Award

# GOALS & WAY AHEAD

- ID ALL series within the USMC (APF and NAF)
- Create a COI director
- Buy in across 1700 COI & HRO & other group supervisors
- Position Description review to determine full scope of 1700 under OPM & DoD (NSPS) & NAF & WG
- Develop 3 to 5 year COI calendar and goals

# Goals and Way Ahead

- Additional Summit Meetings
- Refine Career Road maps
- Develop Executive Road Maps
- Develop viable intern program
- Capture, Promote, Leverage, and Manage Training Opportunities
- Develop Glossary of Terms
- Develop Timeline to Review Competencies
- Funding Support
- Develop Community Website

# Working Group Achievements

**Competency Validation**

- **Continued Phases II validation of draft competencies**
- **First draft data of Community wide functional core competencies**
- ***Identified Community wide DoN approved Behavioral competencies***

**Competency Development**

**Developed draft competencies for unrepresented parenthetical/series**

**Career Road Maps**

**Reviewed and provided draft changes to Career Road maps for 17XX Series**

**Analytical Discussion**

**Identified and captured Community Trends**

**Strategic Planning**

**Identified Goals, and Next Steps,**

***We are looking for all participants to roll up their sleeves and be willing to participate fully in the meetings, sharing ideas, experiences, and suggestions.***